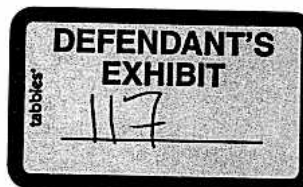


12/15/95 16:07 TAP SALES ANALYSIS → 92471903



NO. 807 P002/002

TAP TAP Pharmaceuticals Inc.

FROM: Doug Durand

INTEROFFICE CORRESPONDENCE

TO: All Sampling District Managers
All Sampling Regional Managers

DATE: 15 December, 1995

cc: Don Meek Dawn Baler
Joe Luminello Christi Leddy
Paul Becker Antoinette Arcus
T.J. Sheehan Mike Carter

re: Sample Accountability Impact on Bonus

Below are the criteria that will be used to determine what, if any, the impact of your 4th quarter sample accountability results will be on your 4th quarter bonus. In determining the criteria, we took into consideration that there were many Epsilon, shipping and returned goods issues that needed to be corrected. We wanted to make sure that everyone had enough time to clean up all past problems. Therefore, your 4th quarter bonus will be prorated on the December 1995 Sample Products in Balance report (the summary report produced by TAP Sample Accountability), only.

Deductions will be made from your total earned bonus based on the following tiers:

December 1995 Sample Product In Balance Results	Percent Taken Off Total Earned Bonus
greater than 89.9%	0 %
75 to 89.9%	3 %
50 to 74.9%	5 %
less than 50%	10 %

Since December Sample Accountability results will not be known until after the deadline for having 4th quarter bonuses paid by January 25, 1996, we will deduct appropriate percentage based on November results from every impacted DM and RMs' bonus. Once the results are available, we will tally final bonuses and pay the remaining bonus to those who have earned it. If anyone owes money, we will work with you to come to some mutually agreeable way to repay it.

In order for the December reports to be complete and accurate, all cards, inventories, adjustments, etc. must be received at Epsilon by January 15, 1996. In fact, I would suggest that everything be mailed by January 5, in order to guarantee delivery to Epsilon. Please keep in mind, the Products in Balance Report will not count any Epsilon or warehouse errors against you. Therefore, it is important that as soon as the Epsilon reports are distributed (around January 30), that they are reviewed for completeness and accuracy. Epsilon or TAP Sample Accountability should be contacted immediately to resolve problems. Again, if the problem is caused by an Epsilon error or a warehouse problem, these will not be counted against you on the Products in Balance Report. The final Products in Balance Report will be available by February 23, at which time final bonuses will be calculated.

In order to help achieve our goal of 100% sample accountability, this type of program will continue in 1996.

TAP 5037128